Promotion Selection Process

officer and Enlisted

Mission of Promotion Branch

"To conduct promotion boards in order to ensure every Marine (Officer and Enlisted) has a fair and equitable opportunity for advancement; and to conduct support operations to provide accurate, timely, and quality services associated with all aspects of the officer and enlisted promotion process."

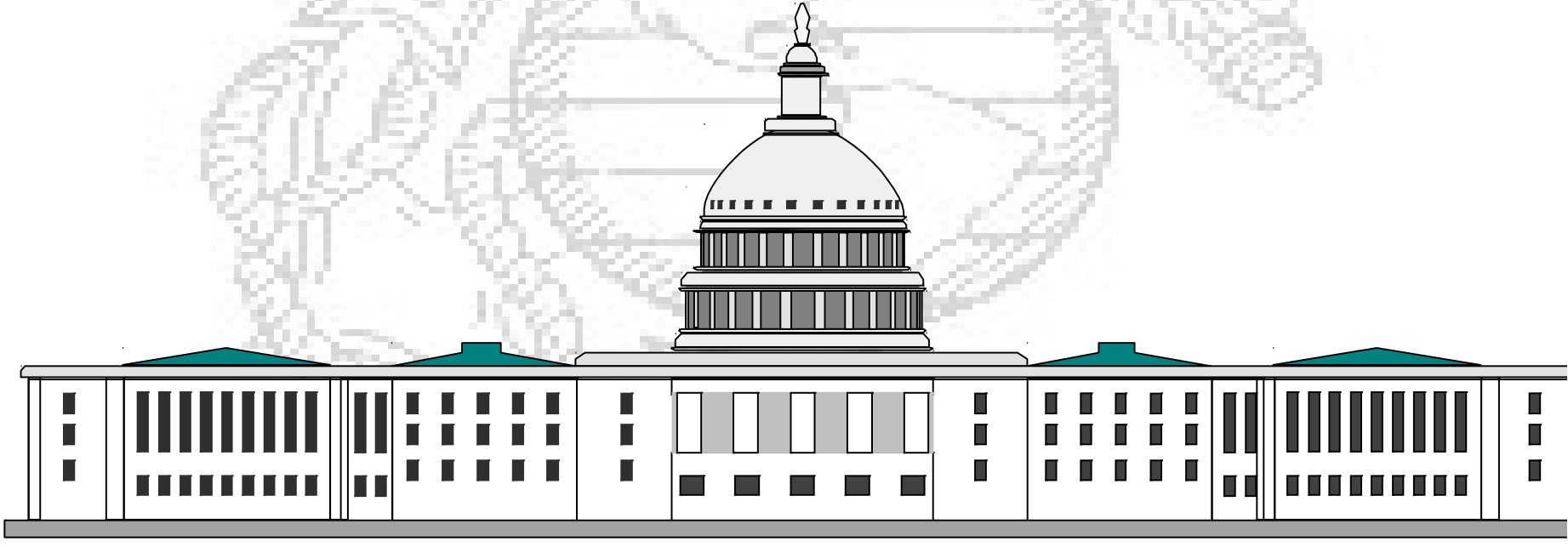
Other Missions:

Question #1

What governs Marine Corps Promotion Boards?

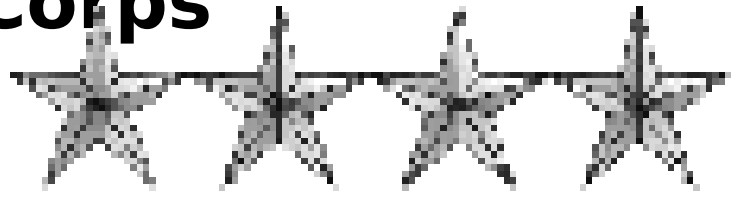
Officer Promotions

- **Title 10, United States Code Armed Forces**
  - **Chapter 36: Promotion, Separation, & Involuntary Retirement of Officers on Active Duty**
  - **Chapter 1400: Promotion & Retention of Officers on the Reserve Active-Status List**

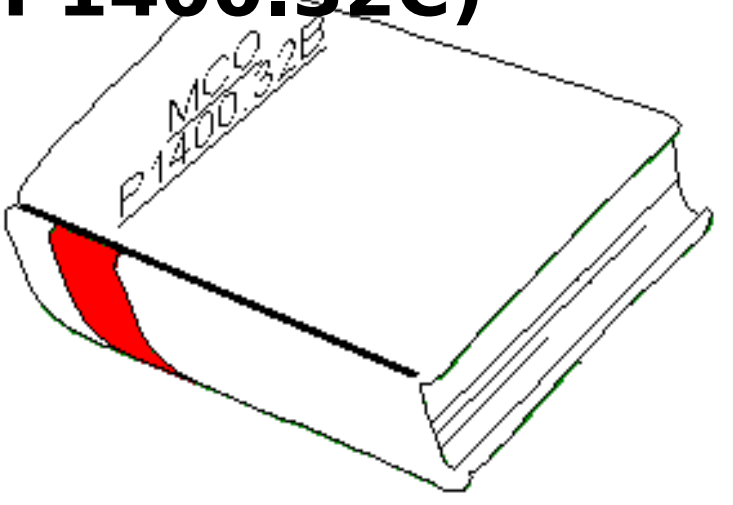


Enlisted Promotions

- **Governed by the policies and regulations established by the Commandant of the Marine Corps**



- **Enlisted Promotion Manual (MCO P1400.32C)**



Question #2

How do Marines know they are Eligible for Promotion?

Officer Convening Notice

- ***Instructions on how to prepare for the board!***
- **Published in MARADMIN**
- **Contains:**
  - **Eligibility Zones**
  - **How to Audit your record**
  - **What to do about missing fitreps**
  - **How & Where to submit Update Material**

Enlisted Convening MARADMINs

- ***Instructions on how to prepare for the board!***
- **Contains:**
  - **PME requirements**
  - **Feeder MOSs**
  - **Zones and allocations by IMOS**
  - **Commanders' responsibilities**
  - **Instructions for determining eligibility**
  - **What to do about missing fitreps**
  - ***How & Where to submit Update Material***

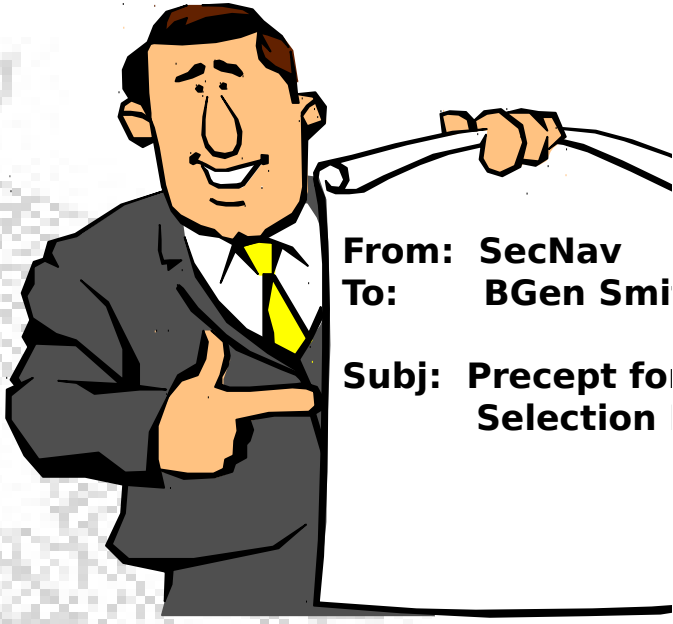
Question #3

What Guidance does the Board Receive?

Officer Precepts

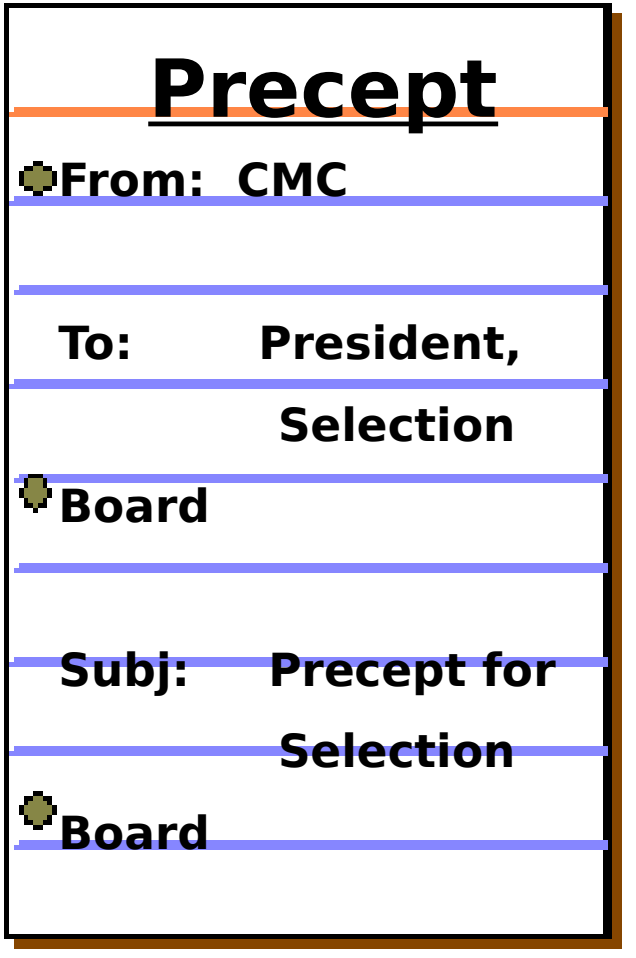
- Guidance from SecNav to the Promotion Board

- Precept Contains:
  - Membership
  - No Career Path
  - No Zero Defect
  - Selection Criteria: *"Best & Fully Qualifie*
    - Joint
    - Acquisition
    - PME
    - Equal Opportunity
  - Adverse Information



Enlisted Precept

- Commandant's guidance
- Board membership
- Selection criteria of fully qualified and best qualified
- Professional Military Education
- Special duty assignments
- Bloom where you're planted
- Adverse information
- Zero defect guidance



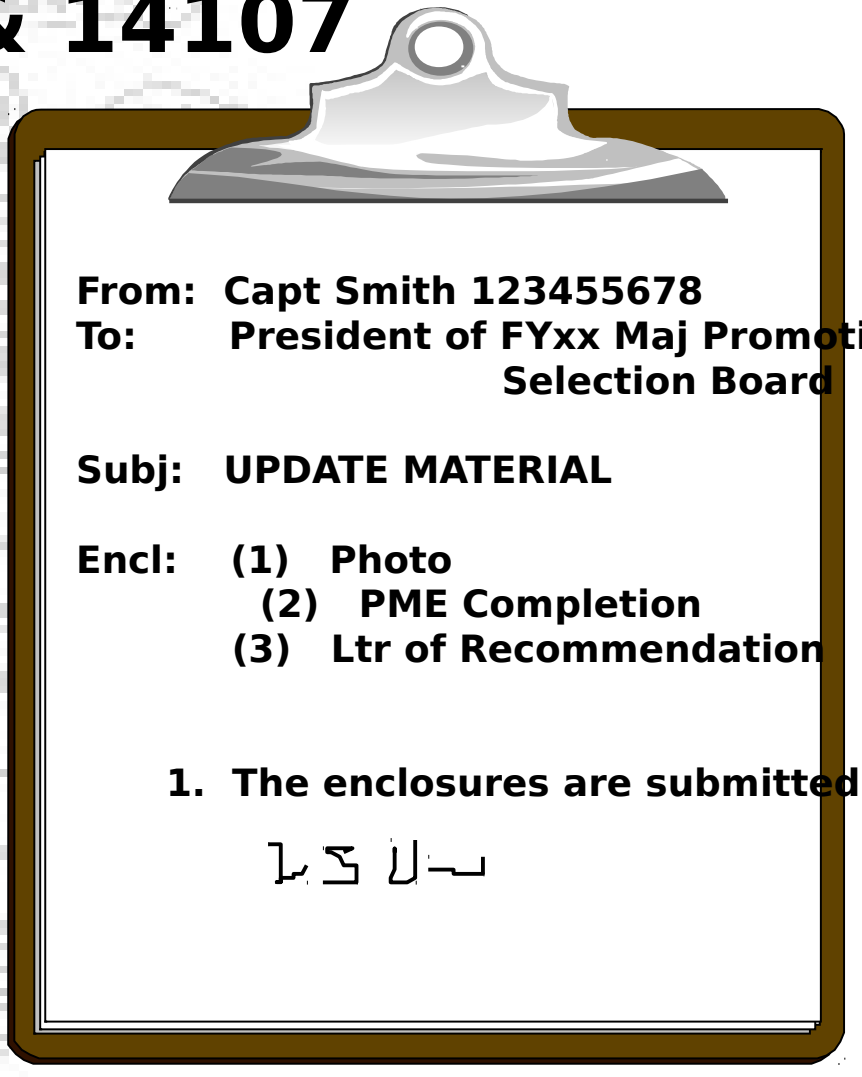
Question #4

Can Marines Communicate with the Board?

Officer's Communication to the Board

Title 10 USC, § 615 & 14107

- Authorizes "written communication to board, which the officer deems relevant".
- Must be signed by eligible officer.
- Must arrive by the board's convening date.



From: Capt Smith 123455678
To: President of FYxx Maj Promoti
Selection Board

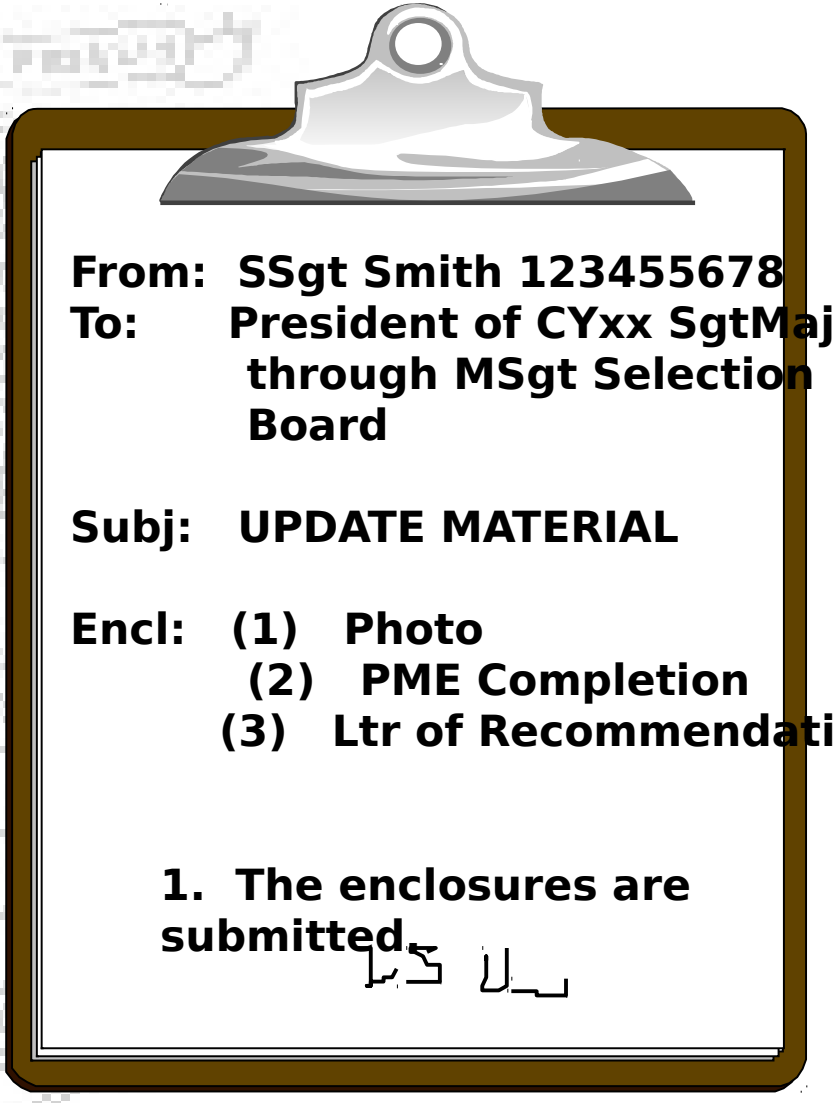
Subj: UPDATE MATERIAL

Encl: (1) Photo
(2) PME Completion
(3) Ltr of Recommendation

1. The enclosures are submitted.

Enlisted Communication to the Boar

- **MCO P1400.32C**
- **Authorizes "written communication to the board, which the Marine deems relevant."**
- **Must be <u>signed</u> by eligible Marine.**
- **Must <u>arrive prior to board convening</u>.**



From: SSgt Smith 123455678
To: President of CYxx SgtMaj through MSgt Selection Board

Subj: UPDATE MATERIAL

Encl: (1) Photo
(2) PME Completion
(3) Ltr of Recommendation

1. The enclosures are submitted.

Question #5

What does the Population look like?

Officer Competitive Categories

USMC

- All Unrestricted Officers on ADL
  - All MOSs
- Limited Duty Officers
  - By MOS
- Chief Warrant Officers
  - By MOS

USMCR

- All Unrestricted Officers on RASL
  - All MOSs
- Active Reserve
- Chief Warrant Officers
  - All MOSs

Enlisted Competitive Categories

- **Intended MOS (USMC & AR)**
- **Reserve Marines compete within their respective categories; i.e., AR, SMCR, IRR (except Limited Tour AR Marines compete as SMCR)**
- **OccFld (SMCR, IRR, & Limited Tour AR)**
- **SMCR and IRR GySgts and 1stSgts compete for SMCR 1stSgt & SgtMaj, respectively**

Question #6

How does the Promotion Process Work?

SELECTION PROCESS

VOTE

- Minimum Majority Vote
- Multiple Iterations
- Secret Ballot
- Select to Allocation(s)

BRIEF

- Officers: 8-10 min/case
- Enlisted: 3-5 min/case

PREP CASES

- **30-60 min reviewing each cases**
- **Determine competitiveness**

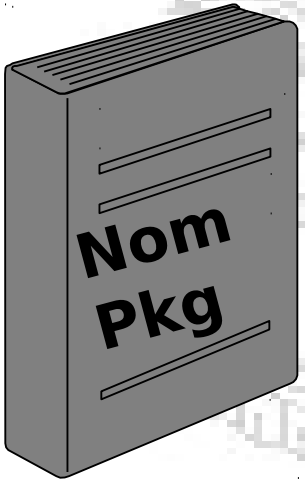
Question #7

What happens after the Board is complete?

Officer Post Board Actions

***Board Report*: Lists Officers Selected by the Board**

Adverse Screening is conducted.



***Nomination Package*: Lists Officers CMC/SecNav recommend for**

Officer Withholds and Delays

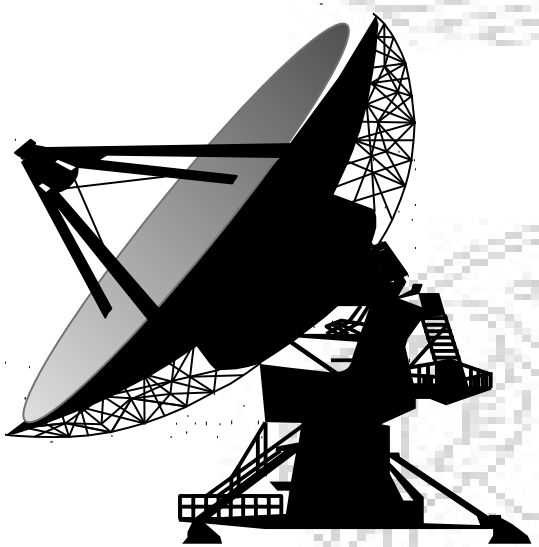
- **Withhold: Selected by the board but name is withheld from nomination package (CMC and/or SecNav does not support).**

- **Delay: Selected, Nominated, but adverse found before the promotion is effected.**
  - **Initiated by the Command or HQMC**

Resolution to Adverse Officer Cases

- **Promote**
  - **CMC/SecNav/SecDef/President recommends.**
  - **Delay: Promote upon Approving Authority's approval**
  - **Withhold: Promote after nomination process**
  - **Receive a Back DOR and Pay**
- **Removal**
  - **CMC/SecNav/SecDef/President recommends.**
  - **Incurs a failure of selection (Discharged??).**
  - **Documented in OMPF**

Announcing Officer Selections



- Outcall with CMC and SecNav
- Announced via ALNAV
- Promote after Senate confirmation
- Promote based off vacancies by grade
  - USMCR promoted with same DOR as Active-Duty Running Mate
  - AR promoted by vacancies (w/ backdated DOR to Running Mate)

Enlisted Post-Board Actions

- **Out Call**
  - **Board Report signed by the Commandant or his designated representative (DCMC, M&RA or Dir, PMD)**
  - **Selects announced by MARADMIN**

Enlisted Delay & Revocatio

- CO has ultimate responsibility to effect promotion
- May recommend delay or revocation of promotion
- Failure to maintain high standards that led to selection or enter a promotion restriction status
- Recommendations forwarded via the chain of command
- Marines receive original date of rank if they are exonerated of all wrongdoing

Question #8

What is the
Marine's & Command's
Role / Responsibility
in the Promotion Process?

Marine's Role

- Be familiar with the Promotion Schedule
- Ensure OMPF & MBS are accurate & comple
- Submit a Photo
- Ensure documentation of PME completion
- Communicate with the board on important issues
- Make sure the Promotion Branch Received i

Command's Role

OFFICER

- **Counsel Officers on *personal responsibility* for their OMPF/MBS.**
- **Provide Mentorship.**
- **Encourage Officers to submit photographs & Update Material.**

ENLISTED

- **Counsel Marines on their personal responsibility for their OMPF/MBS**
- **Counsel Marines on PME requirements**
- **Encourage Marines to submit their photos and update material early**

Question #9

What about Remedial Consideration?

Officer Special Selection Boards

- **References**
  - **Title 10 U.S. Code Sec 628 & 14502**
  - **SecNavInst 1410.1B**
  - **MCO P1400.31B (Chapter 5)**

- **Approved/Disapproved personally by SecNav**

- ***Reasonable Diligence Test***
  - **How did the officer ensure his/her record was complete & accurate prior to the board?**

SNCO Remedial Promotions

APPROVALS

- Professional Military Education
- Erroneous Intended MOS
- Selected in wrong MOS
- Considered in wrong zone
- Erroneous component code
- Not considered

DISAPPROVALS

- Missing fitness reports
- Missing documents in OMPF
- Erroneous information in MCTFS
- Photograph was lost
- Dissatisfaction with the selection board results
- MOS credibility
- Billet MOS error

NCO Remedial Promotion

- **Average over 3,000 remedial requests annually**
- **Missing or incorrect data in MCTFS**
- **Requests for remedial promotion or changes to dates of rank should not be addressed to BCNR**
- **CO remains ultimately responsible for ensuring Marines are recommended for promotion**
- **Marines must meet time-in-grade and time-in-service requirements**

Enlisted Meritorious Promotions

- **Junior Marines**
  - **Recruit training, schools, and Command Recruiting Program**
- **NCOs based on overall percentages of command strength**
  - **Programs administered by Commanding Generals and separate commands**
- **SNCOs**
  - **Combat and non-combat programs**
  - **Special Duty Assignments**
  - **Meritorious Promotions in the FMF and Marine Forces Reserve**

Question #10

What About Frocking?

Officer Frocking

Reference: MCO P1400.31B (Para 6007) & Website

- **Field Grade**
  - **Must be in the best interest of the Marine Corps.**
  - **Must be confirmed by Senate.**
  - **Limited number of frocking available.**
  - **Authority: Dir, PMD.**
  - **Priority: Joint, Command, then Staff billets.**
- **Company Grade**
  - **Must be serving in Captain's billet**
  - **Authority: Commanding General (with notification to MM**

Enlisted Frocking

- **Frocking must comply with MCO P1400.32C**
- **Delegated to Commanding Generals**
- **If you do not have a Marine CG, request to Promotion Branch**

Question #11

What assistance is available to Marines in preparing for the Promotion Process?

Visit Our Web Site at:

WWW.USMC.MIL, then links from Career Information to the Officer or Enlisted Promotions

Points of Contact

- ***Mailing Address for Promotion Boards***:
  President FY 02 (officer grade) Selection Board OR
  President CY 01 (enlisted grade) Selection Board
  Harry Lee Hall
  17 Lejeune Rd
  Quantico, VA 22134-5104

- ***OFFICER PROMOTION (MMPR-1):***
  Comm: (703) 784-9703 or DSN 278-9703

- ***ENLISTED PROMOTION (MMPR-2):***
  Comm: (703) 784-9710 or DSN 278-9710

- ***OFFICER COUNSELING & EVALUATION SECTION (MMOA-4):***
  Comm: (703) 784-9281/9282/9283 or 800 634-7988 or DSN 278-9281/82/83

- ***ENLISTED CAREER COUNSELING & PERFORMANCE EVALUATION UNIT (MMEA-64):***
  Comm: (703) 784-9241/42/43 or 800 833-2320 or DSN 278-9241/42/43

Questions?